



Affirmative Action Plans (AAP) and the Annual Narrative Statistical Reports (ANSR)

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This briefing is
UNCLASSIFIED



Affirmative Action Plan ARNG EO Program

AAP



Affirmative Action Plan ARNG EO Program

- Define Affirmative Action
- Explain Affirmative Action Plan's purpose
- What's ARNG policy on AAP
- AAP addresses what in combat readiness



Affirmative Action Plan ARNG EO Program

- Why is the ARNG AAP essential
- List the 10 DoD mandatory AAP categories
- Identify HR/EO and EOA **responsibilities**, **roles** **and duties** regarding the AAP
- How often are AAP's reviewed and for what



Affirmative Action Plan ARNG EO Program

- When is the AAP due to NGB-EO and how often
- What are the objectives for an AAP
- List the seven areas of an AAP and define



Affirmative Action Plan ARNG EO Program

Practical Exercise



Annual Narrative & Statistical Report

ANSR



Annual Narrative & Statistical Report

- A “Check and balance” of the AAP; Outlines progress made in achieving EO goals
- Contains statistical tables on the state’ s/ territory ARNG composition
- Documents Prevention of Sexual Harassment Training
- Documents community affairs involvement



Annual Narrative & Statistical Report

- TAG's assessment of the human relations climate
- TAG is responsible for submitting
- Due 15 DEC each year
- Requires TAG signature



Annual Narrative & Statistical Report

NATIONAL GUARD BUREAU

ARMY NATIONAL GUARD

ANNUAL NARRATIVE and STATISTICAL REPORT on EO PROGRESS

NGR 600-21 "Equal Opportunity Program in the Army National Guard" dated 14 September 2001 governs the collection of data reported.

Date (YYYYMMDD)

STATE: **PERIOD COVERED:** 1OCT08-30SEP09 **RESPONSIBLE OFFICER:** MAJ IMA COWBOY, ARNG HREO

1. FORMAL COMPLAINT SUMMARY INFORMATION

Disposition	Race	Color	Religion	Gender, not S/H	Sexual Harassment	Reprisal	National Origin
a. Settled							
b. Withdrawn							
c. Appealed & Pending NGB FAD							
d. FAD - No Finding of Discrimination							
e. FAD - Finding of Discrimination							
f. Other							

2. Total Formal Complaints _____

3. Total Informal Complaints _____



Annual Narrative & Statistical Report

4. SENIOR RANKS PROFILE

	Majority				Minority				Total # of Personnel & Unit Affiliation
	Male		Female		Male		Female		
Command Positions	#	%	#	%	#	%	#	%	
a. Brigade Commander									(JFHQ, 155; Any BDE, 304)
b. Battalion Commander									
c. Company/Detachment Commander									
d. Command Chief Warrant Officer (CCWO)									
e. State Command Sergeant Major (SCSM)									
f. Command Sergeant Major (CSM)									
g. First Sergeant (1SG)									

5. COMPARISON OF NG ARNG PERSONNEL BY ETHNICITY AND RACIAL DEMOGRAPHIC

	Total	# % of Total		Ethnicity				White		Black / African American		Asian		Native Pacific Islander / Hawaiian		American Indian / Alaskan Native		Other		Two or more races selected	
				Hispanic / Latino		Not Hispanic / Latino															
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F		
Officers																					
Warrant Officers	63	59	4	2	0	57	4	51	1	5	3	1	0	0	0	1	0	2	0	1	0
		94%	6%	3%	0%	91%	6%	81%	1.5%	8%	5%	1.5%	0%	0%	0%	1.5%	0%	3%	0%	1.5%	0%
Enlisted																					
Total	1513	1258	255	41	5	1217	250	927	143	283	101	18	4	3	0	5	3	25	4	3	0



Annual Narrative & Statistical Report

6. EQUAL OPPORTUNITY PERSONNEL BY UNIT (Do not include Equal Opportunity Leaders [EOLs])

Unit and Level of Command	Rank / Name	Position	DEOMI Qualified		Race	Gender	Assigned Date	Replacement Date
			Yes (Date)	No				
Joint Force Headquarters	MAJ Anyone	HR/EO Officer		No	White	Male	1MAR08	2 Sep10

7. STAFF ASSISTANCE VISITS (SAV) / EO / PREVENTION OF SEXUAL HARASSMENT (POSH) TRAINING:

Unit	SAV Date	DEOCS * Y/N (Date)	Equal Opportunity Training (List Topic) / Date	Senior Personnel Attending Equal Opportunity Training	Sexual Harassment Training (List Topic) / Date	Senior Personnel Attending Sexual Harassment Training
HHC 155 Any BDE	23OCT08	Y(09SEP09)	Racism (22 Nov 09)	COL Joe	POSH (1 May 10)	LTC DIXCAH
HHB 134 BETTER BDE	06JUN09	N	ADR/EO C			

8. COMMENTS REGARDING TRAINING i.e. SUCCESSES, BARRIERS, FEEDBACK:



Annual Narrative & Statistical Report

STATE	PERIOD COVERED	RESPONSIBLE OFFICER
9. ANALYSIS OF CURRENT STATE OF AFFIRMATIVE ACTION PLAN (AAP) (Refer to current AAP to assess):		
a. AAP Goal Progress:		
b. AAP Shortfalls:		
c. AAP Assessment - Address current progress in the ten (10) DoD mandatory categories:		

Annual Narrative & Statistical Report

STATE	PERIOD COVERED (YYYYMMDD)	RESPONSIBLE OFFICER
10. IDENTIFY COMMUNITY AFFAIRS INVOLVEMENT:		
11. ADJUTANT GENERAL ASSESSMENT OF THE OVERALL HUMAN RELATIONS CLIMATE:		
ACTION OFFICER	SIGNATURE	DATE
TAG	SIGNATURE	DATE



Annual Narrative & Statistical Report

- 1. The State Equal Employment Manager (SEEM) is responsible for the Annual Narrative Statistical Report.**
- 2. The ANSR defines TAG's objectives and goals to achieve a fair and equitable treatment to all members of his/her command.**
- 3. The ANSR is a yearly report that covers the previous fiscal year and is due at NGB-EO-CR every 15 DEC.**
- 4. Every command down to BN level must submit an ANSR.**
- 5. Prevention of Sexual Harassment (POSH) is a separate subject and should not be included as part of the ANSR.**
- 6. How many (minimum) EO categories must be included in the ANSR?**



AAP and ANSR

QUESTIONS?

